



**STATE OF HAWAII
BOARD OF EDUCATION**

P.O. BOX 2360
HONOLULU, HAWAII 96804

February 14, 2011

MEMO TO: The Honorable Garrett Toguchi, Chairperson
Board of Education

FROM: John Penebacker, Chairperson
Committee on Administrative Services

SUBJECT: **RECOMMENDATION FOR BOARD ACTION ON PROPOSED
AMENDMENTS TO BOARD POLICY 1110-7, "SAFE WORKPLACE
POLICY"**

1. RECOMMENDATION

It is recommended that the Board of Education (Board) approve the Department of Education's (Department) proposal to amend Board Policy 1110-7, "Safe Workplace Policy," to prohibit the possession of firearms by adults on school campuses or Department workplaces.

2. RECOMMENDED EFFECTIVE DATE

Upon Board approval.

3. RECOMMENDED COMPLIANCE DATE

Upon Board approval.

4. DISCUSSION

a. Conditions leading to the recommendation

The possession of firearms on campus by students is prohibited by Chapter 19, Hawaii Administrative Rules, but there is no prohibition on the possession of firearms by adults. Adults may apply for and receive a license to carry

concealed firearms in Hawaii. The possession of a firearm in a Department workplace is not consistent with the concept of a safe workplace.

- b. Previous action of the Board on the same or similar matter

The Board amended Board policy 1110-7 in August 2007.

- c. Other policies affected

None.

- d. Arguments in support of the recommendation

The proposed amendment is supportive of workplace safety.

- e. Arguments against the recommendation

Some may argue the proposed amendment is too broad.

- f. Findings and conclusions of the Board Committee

On February 14, 2011, the Committee on Administrative Services (Committee) recommended to the full Board, approval of the proposed amendments to Board Policy 1110-7, "Safe Workplace Policy."

- g. Other agencies or departments of the State involved in the action

None.

- h. Possible reaction of the public, professional organizations, unions, Department staff and/or others to the recommendation

Positive reaction from others is anticipated, as the proposed amendment continues to support a safe workplace.

- i. Educational implications

If adults feel safe on campus, students should benefit as well.

- j. Personnel implications

None.

k. Facilities implications

None.

l. Financial implications

If the proposed amendments are adopted and defer a firearms-related incident at a Department worksite, financial loss to the Department from lost time at work, workers compensation claims, and claims for personal injury, wrongful death, and property loss will have been averted.

5. **OTHER SUPPLEMENTAL RECOMMENDATIONS**

None.

Attachment

Title: Safe Workplace

Series : 1100 SERIES-DEPARTMENT OF EDUCATION

Policy #: 1110-7

1110-7

SAFE WORKPLACE

POLICY

The Department of Education is responsible for providing a safe and harmonious workplace. All employees are responsible for maintaining a safe and harmonious work environment. Workplace violence will not be tolerated under any circumstances and may result in disciplinary action, up to and including termination. Employees shall report all suspected or potential incidents of workplace violence to their supervisors.

Supervisors shall process all reported or observed incidents in accordance with any applicable statute, policy, rule, regulation, program requirement, or contract agreement.

Workplace violence includes but is not limited to acts involving physical attack, property damage, as well as verbal statements that a reasonable person would perceive as expressing or suggesting intent to cause physical or mental harm to another person. Examples of violent behaviors include but are not limited to hitting, pushing, or shoving; throwing or breaking of an object; shouting or yelling, threatening gestures or remarks; disruptive or hostile actions; abusive or belligerent language; sabotage of equipment; repetitive unwanted phone calls, notes, e-mails; or other similar acts.

For the protection of both employees and students, no firearms are permitted on any school campus or Department of Education workplace except for (a) those carried by law enforcement officers while on duty, (b) those used in school Junior Reserve Officer Training Corps programs and (c) those used in school athletics, such as riflery teams and starter guns for athletic events.

Approved: 1/8/98

Amended: 8/2/07, xx/xx/10